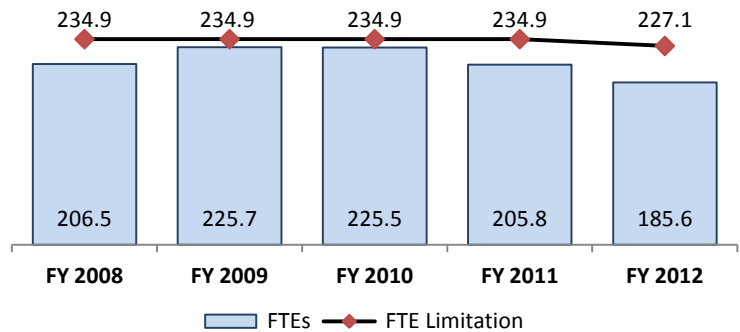# 313 - Department of Information Resources

Workforce Summary Document prepared by the State Auditor's Office.
Based on information **self-reported** by the agency, the following items are worth noting.

Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation decreased by 3.3 percent to 227.1 FTEs in fiscal year 2012 compared to fiscal year 2011. Compared to fiscal year 2008, the agency saw a decrease of 20.9 (10.1 percent) in the total number of FTEs.

FTEs Below/Above FTE Limitation

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
FTE Limitation	234.9	234.9	234.9	234.9	227.1
Number Below or Above Limitation	-28.4	-9.2	-9.4	-29.1	-41.5
Percent Above or Below Limitation	-12.1%	-3.9%	-4.0%	-12.4%	-18.3%

Source: State Auditor's Office Full-time Equivalent System.

Employee Turnover[a]

Excluding interagency transfers, the turnover rate within the agency (13.2 percent) was lower than the statewide turnover rate (17.3 percent) and higher than the turnover rate of Article I agencies (11.4 percent) during fiscal year 2012. The fiscal year 2012 agency turnover rate including employees who transferred to another state agency or higher education institution was 16.4 percent.
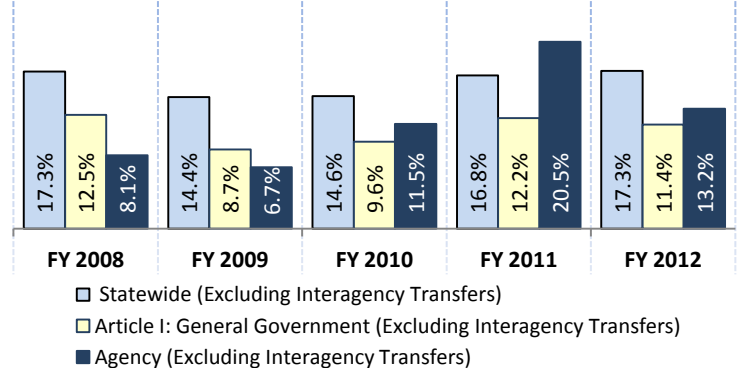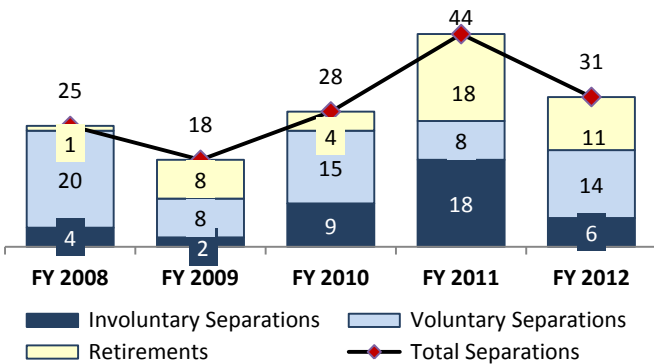
Compensation Information[a]

The average agency salary in fiscal year 2012 of $74,555 represented an increase of 11.4 percent compared to the average agency salary in fiscal year 2008. In fiscal year 2012, 46.6 percent of employees were paid below the salary range midpoints in which they were assigned; and expenditures for salary and benefits were higher compared to fiscal year 2008.

Salary and Benefits Expenditures (in Millions)
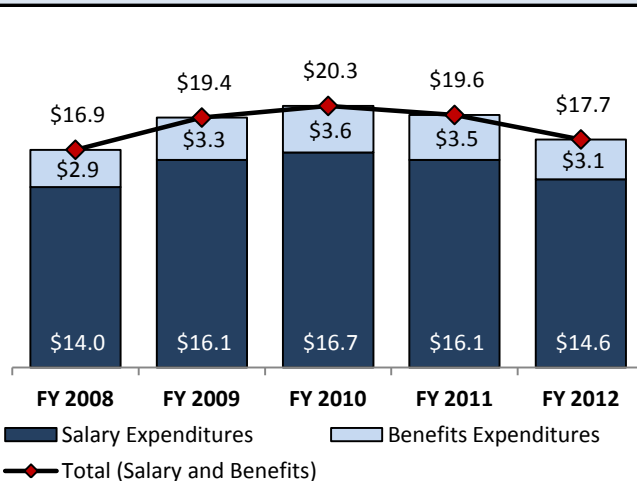
Average Salary Trends

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Executive Director	$175,000	$ 175,000	$175,000	$ 175,000	$ 175,000
Agency Average	$ 66,949	$ 70,771	$ 73,029	$ 74,691	$ 74,555
Article Average	$ 49,324	$ 50,985	$ 51,308	$ 51,098	$ 51,511
Statewide Average	$ 37,350	$ 38,461	$ 39,265	$ 39,804	$ 40,160

Note: With the exception of the executive director, average salary is for classified regular, full-time employees only.
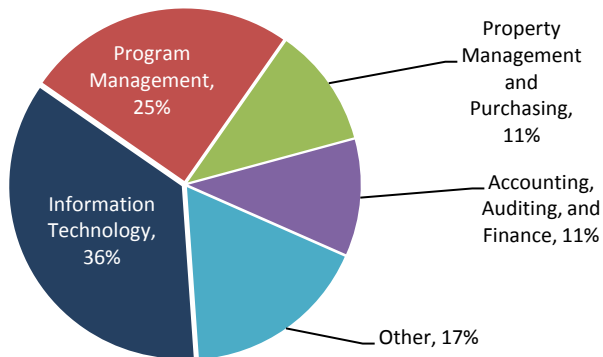
Number of and Total Dollars Spent on Salary Actions

	Fiscal Year 2011		Fiscal Year 2012	
	Actions	Dollars Spent	Actions	Dollars Spent
Promotions	5	$ 25,299	9	$ 42,837
Merits	3	$ 7,951	10	$ 26,124
One-Time Merits	14	$ 7,000	0	$ 0
Equity Adjustments	1	$ 7,370	4	$ 50,478
Reclassifications	7	$ 159	8	$ 400
Totals	**30**	**$ 47,779**	**31**	**$ 119,839**

[a] Turnover, salary trends, and salary action information was prepared from quarterly and year-end summary information received from the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System (USPS), the Human Resource Information System (HRIS), and the Standardized Payroll/Personnel Reporting System (SPRS). Unless otherwise indicated, these data are reported for classified regular, full-time and part-time employees. Salary and benefit information was taken from the Uniform Statewide Accounting System of Texas.

Job Classifications[b]

Fiscal Year 2012 Major Occupational Categories

Program Management, 25%
Property Management and Purchasing, 11%
Information Technology, 36%
Accounting, Auditing, and Finance, 11%
Other, 17%

Agency Job Classifications

In fiscal year 2012, the majority (59.6 percent) of employees were classified in the following job titles: Systems Analyst (17.8 percent), Director (10.4 percent), Telecommunications Specialist (10.2 percent), Accountant (6.9 percent), Contract Administration Manager (5.1 percent), Manager (4.6 percent), and Program Specialist (4.6 percent).
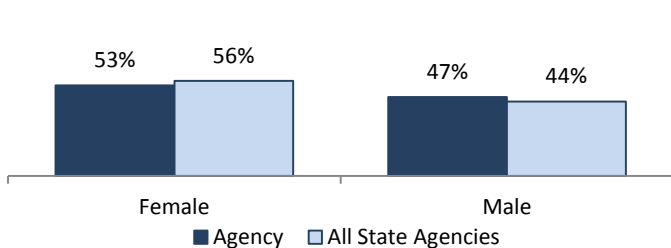
Classification Compliance Audits

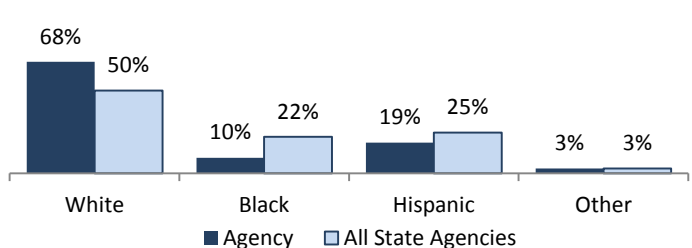During the past two years, the agency did not participate in any classification compliance audits.

Fiscal Year 2012 Workforce Demographics[b]

On average, employees at the agency were 49.5 years of age and had 6.3 years of agency length of service. Of the agency's employees, 86.1 percent were 40 years of age or older, and 46.5 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2012 and 2015, 31.8 percent of the agency's workforce will be eligible to retire (based on fiscal year 2012 data).
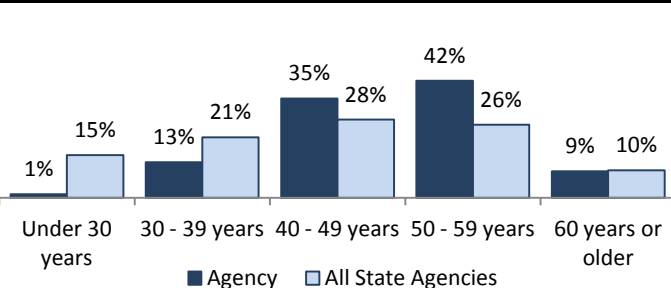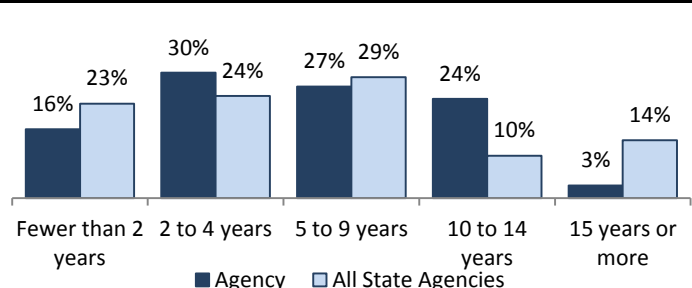
Gender

	Female	Male
Agency	53%	47%
All State Agencies	56%	44%

Ethnic Group

	White	Black	Hispanic	Other
Agency	68%	10%	19%	3%
All State Agencies	50%	22%	25%	3%

Age

	Under 30 years	30 - 39 years	40 - 49 years	50 - 59 years	60 years or older
Agency	1%	13%	35%	42%	9%
All State Agencies	15%	21%	28%	26%	10%

Agency Length of Service

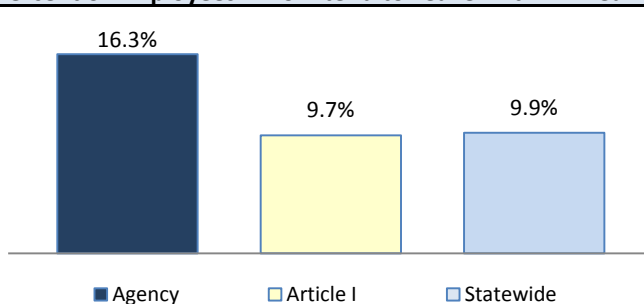|	Fewer than 2 years	2 to 4 years	5 to 9 years	10 to 14 years	15 years or more
Agency	16%	30%	27%	24%	3%
All State Agencies	23%	24%	29%	10%	14%

[b] Job classification and demographic information was prepared from quarterly and year-end summary information received from the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System (USPS), the Human Resource Information System (HRIS), and the Standardized Payroll/Personnel Reporting System (SPRS). Data includes classified regular, full-time and part-time employees. Demographic data may appear skewed for agencies with fewer than 50 employees.
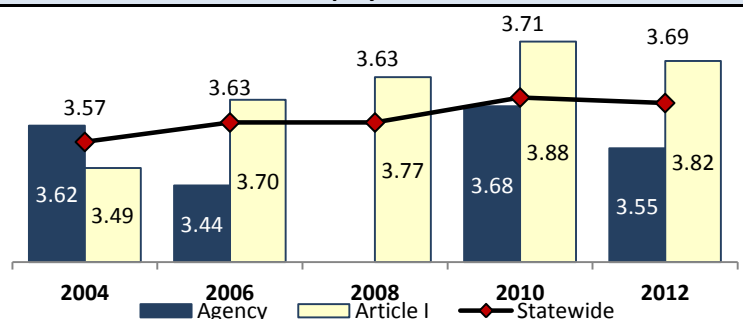
Survey of Employee Engagement[c]

The Survey of Employee Engagement, administered by The University of Texas at Austin, is an instrument that measures employees' job satisfaction and employees' perceptions of the effectiveness of the agency. Scores range from 1 to 5, with 5 being the highest. Overall, the agency's score is lower than the state average and has decreased since the last survey cycle.

Percent of Employees Who Intend to Leave Within 1 Year[d]

Agency	Article I	Statewide
16.3%	9.7%	9.9%

Overall Employee Satisfaction

	2004	2006	2008	2010	2012
Agency	3.62	3.44	3.68	3.68	3.55
Article I	3.49	3.70	3.77	3.88	3.82
Statewide	3.57	3.63	3.63	3.71	3.69

[c] Information on the Survey of Employee Engagement was received from the Organizational Excellence Group at The University of Texas at Austin.
[d] Percentage is based on the number of employees who answered the question.